



# Tri-Annual Report #1

## 2024-2025



# Message from Board & Superintendent

## Tri-Annual Report #1 2024-2025

Tansi, Edlánat'e, Hello everyone! We are pleased to present our first Tri-Annual Report for the 2024-2025 school year! This report highlights progress we have made with meeting or exceeding the priorities for Northland School Division (NSD):

1. Connections Supporting Reconciliation
2. Holistic Learning
3. Excellent People Supporting Students
4. Responsible Resourcing

Before you turn the page, check out our promotional video! Let us show you why Northland is a great place to learn and teach! Visit our website to watch the video <https://www.nsd61.ca/careers!>

On behalf of the Board of Trustees and Administration, thank you for your continued support.

Sincerely,



A handwritten signature in black ink, appearing to read 'Tanya Fayant'.

Tanya Fayant  
Board Chair



A handwritten signature in black ink, appearing to read 'Cal Johnson'.

Cal Johnson  
Superintendent of Schools/CEO

# Connections Supporting Reconciliation

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### Priority 1: Connections Supporting Reconciliation

Northland School Division students and staff members will increase and strengthen visible connections to land, Indigenous language, school communities and collaborative partnerships

Outcome: Student learning and well-being are rooted in connections to the land, Indigenous languages and the greater community.

Outcome: Students are able to access language and cultural learning supporting their well-being.

Outcome: Students have multiple pathways to high school completion including those made available through collaborative school-community partnerships.

Outcome: The Division-wide student attendance rate remains above 80 percent this year (and targeting 1.5% increase in successive years).

#### How is Northland achieving these outcomes?

##### Truth and Reconciliation Week

In recognition and commitment to the calls to action to address reconciliation in Alberta, Northland schools and central office staff participated in Truth and Reconciliation Week activities. To learn more visit our website

<https://www.nsd61.ca/about-us/division-news/post/truth-and-reconciliation-week-highlights2>.



Anzac students and staff joined together in a round dance during Truth and Reconciliation Week.

# Connections Supporting Reconciliation

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During Truth and Reconciliation Week, schools, with support from their communities, united to honour residential school survivors and their families. Activities included creating paper orange shirts with messages like "Every Child Matters" and "I Matter," participating in community walks, and attending cultural events.

# Connections Supporting Reconciliation

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### Highlights from CTS Days

In October, NSD hosted Career and Technology Studies Days! High school students from across the school division had a fantastic time exploring hands-on learning opportunities while earning credits towards graduation.



**Grouard Northland School and Gift Lake School students explored carpentry and coding!**



**At Mistassiniy School, students had the chance to go camping, explore mechanics, create bleach-designed t-shirts, gain skills in safe food handling, cosmetology, and esthetics, make moccasins, receive first aid training, and learn about sports psychology.**



**At Bill Woodward School, students gained valuable hands-on experience and explored various career paths through job shadowing and skill-building activities.**

**A huge thank you to all the companies and individuals who made this possible, including MacDonald Island Park, Brignall Equipment Solutions LTD, Royal LePage Benchmark, Head Case Artistry, Bazylo and Dunn Chartered Professional Accountants, as well as the dedicated staff at Anzac Community School and Bill Woodward School who welcomed students into teaching roles, custodial work, and personal fitness.**



**At Paddle Prairie School, students had the choice between coding, business, and an outdoor overnight cultural camp!**

# Connections Supporting Reconciliation

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### **Building Connections: Northland School Division's New Superintendent's Elder and Knowledge Keeper Advisory Council**



As part of NSD's ongoing commitment to bring the community and classroom together, we are excited to announce the formation of the Superintendent's Elder and Knowledge Keeper Advisory Council. This council will be a meaningful way for Northland schools to connect with the communities we serve, weaving First Nations and Métis culture, language, and perspectives into the student learning experience. Elders and Knowledge Keepers will play an important role in helping students, staff, and communities on their paths toward truth, reconciliation, and educational success.

To establish this council, we have reached out to local First Nations and Métis organizations to assist with nominating Elders and Knowledge Keepers. Once nominations are confirmed, the first in-person council meeting is scheduled in December.

### **NSD launches Superintendent's Youth Council**



Northland School Division is excited to announce the formation of the Superintendent's Youth Council, reinforcing our commitment to amplifying student voice and participation in their education. This council will provide students with a platform to share ideas, give feedback on school programs, and help shape decisions that impact their learning and school environment.

School principals led the nomination process of selecting up to 18 student representatives for the council. These students were chosen based on their ability to represent their peers, contribute valuable insights, and participate actively in discussions. We encouraged parents and guardians to discuss this opportunity with their children. Once the Superintendent's Youth Council is finalized, the first in-person meeting is scheduled in December.

# Holistic Learning

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### Priority 2: Holistic Learning

**Each child enrolled with Northland School Division will demonstrate excellent literacy and numeracy skills as well as a solid foundation in social-emotional skills**

Outcome: Students are supported to experience improved achievement and well-being.

Outcome: Students achieve excellence in literacy and numeracy.

Outcome: Assessment practices consider the whole child's experience in school.

### How is Northland achieving these outcomes?

#### St. Theresa School shares literacy strategies with other NSD school leaders and the Board

In October, St. Theresa School Principal Shelley Stevenson and Vice-Principal Dawn Power shared their literacy strategies and the positive impact on student success with other Northland school administrators. On October 19th, they presented similar findings to the Board. Their approach, which contributes to a framework supporting literacy across all Northland schools, focuses on three key areas:

- Collaborative Planning: Weekly co-planning sessions allow teachers to share best practices and address specific student needs.
- Targeted Interventions: Daily small-group instruction and individualized support, such as guided reading, provide targeted help for students.
- Building Capacity with UFLI Tools: The team has expanded the use of UFLI (University of Florida Literacy Institute) tools and other literacy practices to close learning gaps and boost student confidence.

Their presentations highlighted significant literacy progress, particularly in early grades, and exemplified the collective efforts among Northland administrators to support student literacy success. St. Theresa School plans to continue this progress by further developing teacher support and resources, creating a comprehensive literacy framework for all Northland schools.



# Holistic Learning

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**Holistic learning in action! Kindergarten and Grade 1 students at J.F. Dion School engage in a hands-on sight-word activity, using bingo dabbers to find hidden words—a fun approach that strengthens literacy skills while supporting early cognitive development.**



**Anzac School and Bill Woodward School hosted a Halloween Literacy Night, bringing students and families together for spooky storytelling, interactive reading games, and creative crafts. This festive event embraced the Halloween spirit while encouraging a love for reading and connecting literacy learning with family and community engagement.**



**Hands-on learning at Mistassini School! Students created dioramas to bring their novel studies to life, with the dedicated support of teachers and educational assistants guiding them through each step. This creative activity combines literacy with visual expression, making the learning experience more engaging**



**Numeracy in action! NSD students engaged in hands-on science learning, exploring concepts of mass, density, and volume. This activity connected mathematical skills with scientific inquiry, deepening their understanding through practical application**



# Holistic Learning

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### Students from across the province touch down in Anzac to participate in the 2024 Northland Games

Once again, the Northland Games lived up to all the hype at Anzac School and Bill Woodward School! Hundreds of student-athletes from across the province came together to participate in traditional games and track and field events. Highlights included the 40-meter race, obstacle course, bone toss, walrus push, and cross country run. Thank you to the Northland Games Committee and all the volunteers who made the 2024 Northland Games a memorable event!



# Excellent People Supporting Students

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### Priority 3: Excellent People Supporting Students

**Northland School Division will attract and retain invested staff members and empowered leaders by ensuring access to a range of lifelong learning opportunities, high quality resources, excellent teacher lodging and comprehensive remuneration and benefits.**

Outcome: All staff members are supported to be well so they can in turn support our students effectively.

Outcome: All staff members of NSD are invested, empowered and trained to support student and system success.

#### How is Northland achieving these outcomes?

#### NSD hosted Division Professional Learning Days in October

In October, Northland School Division staff gathered for two days of impactful professional learning hosted at Hillview School, Mistassini School, and Bill Woodward School.

On the first day, staff dove into Collaborative Response, guided by Kurtis Hewson and the team at Jigsaw Learning. Through a mix of introductions, group discussions, and collaborative planning, staff worked in school groups to strengthen their strategies for supporting every student.

Day two, themed “A Day of Engagement,” offered a dynamic lineup of short CTS/Locally Developed courses. Staff and community members led hands-on sessions covering fine arts, technology, cultural and traditional arts, literacy, wellness, industrial arts, and pathways to graduation. This diverse programming offered something valuable for everyone.

By hosting these sessions in Northland communities, we supported the local economy by engaging nearby caterers, restaurants, and accommodations.



# Excellent People Supporting Students

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# Excellent People Supporting Students

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### NSD school leaders in action: Bringing the Education Plan to life



Northland principals, vice principals, and other leaders recently gathered in Edmonton to bring the 2024-2027 Education Plan to life. They focused on practical ways to strengthen connections with school communities and integrate holistic learning practices into daily routines. Their work centered on creating supportive frameworks for student well-being, literacy, and numeracy.



A central theme of the discussions was Wahkohotowin—an approach rooted in relationships with the land, languages, and community. On the second day, participants engaged with Dr. Dwayne Donald from the University of Alberta in intercultural learning sessions that explored treaty-making, traditional river systems, and the interconnectedness of relationships with the land. They also watched a webinar with Nehiyawak Elders John Bigstone and Virginia Cardinal, who shared how educators can use reciprocity to strengthen connections with families and communities, advancing reconciliation and a holistic approach to learning across the division.



Through Wahkohotowin, Northland leaders are building an interconnected learning environment that benefits students, educators, and community members alike.



# Responsible Resourcing

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### Priority 4: Responsible Resourcing

**Northland School Division will maintain the highest standards of equitable access to timely support and school site infrastructure within a fiscally responsible framework**

Outcome: NSD optimizes available financial, human and physical resources to ensure equitable access to timely supports.

Outcome: NSD identifies opportunities to partner with external entities that can offer specialized resources supportive of students' thriving.

#### How is Northland achieving these outcomes?

#### Northland School Division celebrates grand opening of new Mistassiniy School



**Group Photo (Left to Right):** Regan Auger, District Captain for Wabasca-Desmarais, Métis Nation of Alberta, George Gullion, Mistassiniy School Student, Karen Davies, Mistassiniy School Principal, Deborah Moses, Chief of Staff for Laila Goodridge, MP for Fort McMurray - Cold Lake, Tommy Gerrits, Mistassiniy School Student, Robin Guild, Northland School Division Vice-Chair, Cal Johnson, Northland School Division Superintendent of Schools/CEO, Tanya Fayant, Northland School Division Board Chair, Scott Sinclair, MLA for Lesser Slave Lake, Sandhya Kafle, Mistassiniy School Student

Imagine walking into a space where the building's design itself—featuring artwork, language, and cultural elements—reflects the values, community spirit, and heritage of the region. This is the new Mistassiniy School in Wabasca-Desmarais.

On September 27, 2024, Northland School Division hosted a grand opening to celebrate this state-of-the-art facility. The new Mistassiniy School includes a culinary arts kitchen, stations for mechanics and carpentry, and other Career and Technology Studies courses. The design features a circular entrance and a gymnasium with bleachers for community spectators.

The demolition of the old school has been completed, followed by enhancements to the outdoor areas and the creation of a new parking lot. The grand opening event featured speeches from dignitaries, a ribbon-cutting ceremony, and a tour of the new facility.

# Responsible Resourcing

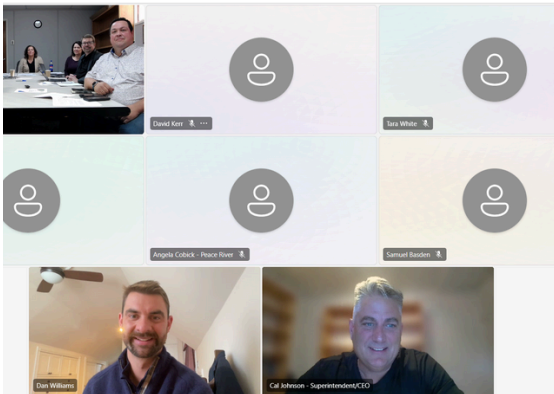
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### Northland School Division attends ATC Cultural Festival 2024



On September 13, 2024, Superintendent of Schools/CEO Cal Johnson and Director of Engagement and High School Completion Amy Savill represented Northland School Division in the Grand Entry of the Athabasca Tribal Council (ATC) Cultural Festival! The event took place at Snye Point Park in Fort McMurray.

### NSD Board and Administration discuss infrastructure and mental health with Minister Williams



On October 11, 2024, Board Chair Tanya Fayant, Superintendent of Schools/CEO Cal Johnson, and members of the Executive Team met with Dan Williams, Minister of Mental Health and Addiction and MLA for Peace River, to discuss priorities impacting student well-being and educational access. Following the meeting, Minister Williams committed to advocating for a replacement school in Paddle Prairie to address critical infrastructure needs.

To strengthen mental health support, meetings with CASA—an organization focused on mental health for children—have been scheduled to explore implementing CASA classrooms in NSD. These specialized classrooms provide therapeutic and educational support for students facing mental health challenges.

The team also discussed concerns about a potential water shortage in Paddle Prairie, which could impact school operations. Minister Williams has brought this issue to the attention of Minister of Transportation and Economic Corridors Devin Dreeshen.

# Responsible Resourcing

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### New Dual Credit Opportunity for Northland Students



NSD is thrilled to announce the launch of a new dual credit program, thanks to funding from the Alberta Education Dual Credit Start-Up Grant. Applied for in May 2024, this grant was awarded in September, with funding received in October—just in time to support students enrolled in the Educational Assistant dual credit course. Starting in Semester Two of the 2024-2025 school year, students will dive into hands-on experience and skill-building through this exciting program. The course kicks off with a blend of theory and practicum, allowing students to gain practical knowledge and classroom experience.

This dual credit course offers an invaluable head start for students interested in careers in education, setting them on a rewarding path toward future opportunities in supporting and empowering others.

High school programming has expanded at Northland Online School! Students in grades 10-12 have the opportunity to choose from three different learning streams to meet their learning needs: Synchronous, Asynchronous, and Hybrid. Please see the poster below for more details on each learning stream that the online school offers.



### High School Programming

In the Northland Online School, we have three different learning streams that the students can choose from:



#### Synchronous

Communication occurs in real time



- Student attends classes via zoom daily
- Immediate feedback loop
- More responsive interaction

#### Asynchronous

Communication occurs at different times



- Student works at their own pace
- More think time
- More flexibility for communication
- Support during teacher office hours

#### Hybrid

Communication occurs Synchronously via Northland "Learning Hubs"



- Student attends synchronous classes via zoom daily
- Learn in your community via learning space in NSD school
- EA support for learners



# Northland

## SCHOOL DIVISION

*"Our students love to come to school in Northland"*